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No. 22543-PDA-II-02/2006-D & A.
GOVERNMENT OF ORISSA

HOME DEPARTMENT

RESOLUTION

The 27th May 2006

SUBJECT—Recruitment of Sub-Inspectors of Police in Orissa Police

In exercise of powers conferred by Section 2 of The Police Act, 1861 (Act No. 5 of 1861), and pending framing of the regular recruitment rules under Article 309 of the Constitution of India, the State do hereby make the following order to regulate the recruitment to the post of Sub-Inspector of Police in Orissa; namely :—

PART-A

1. Short title and commencement :

- (i) This Order may be called “Orissa Police Service (Conditions of Service and Method of Recruitment of Sub-Inspectors) Order, 2006”.
- (ii) This shall come in to force on the date of its publication in the *Orissa Gazette*.

2. Definitions :

In this Order, unless the context otherwise requires,—

- (a) “Appointing Authority” means the D.G. and Inspector-General of Police;
- (b) “Ex-serviceman” means a person as defined in the Orissa Ex-servicemen (Recruitment to State Civil Services and Posts) Rules, 1985 ;
- (c) “Commission” means the Orissa Staff Selection Commission;
- (d) “Recruitment year” means the calendar year during which recruitment advertisement is actually issued;
- (e) “Scheduled Castes and Scheduled Tribes’ means such Castes and Tribes as notified by the President of India under Articles 341 and 342 of the Constitution of India, respectively;

- (f) "Select List" means the list of successful candidates sponsored by Orissa Staff Selection Commission and accepted by the Director General & Inspector-General of Police under the provisions of this Order;
- (g) "Sportsman" means a person, who would be issued identity card as sportsman by the Director, Sports as per Resolution No. 24808/Gen., dated the 18th November 1985 of General Administration Department, as amended from time to time; and
- (h) "SEBC" means Socially and Educationally Backward Classes of citizens, other than the Scheduled Castes and Scheduled Tribes, as may be specified by the State Government from time to time in the list under the Orissa State Commission for Backward Classes Act, 1993.

3. Cadre :

The Sub-Inspector of Police shall constitute the State Cadre. The gradation list of the cadre shall be maintained in the State Police Headquarters and shall be published at least once in 5 years for general information.

4. Recruitment :

Recruitment to the post of Sub-Inspector shall be made by the following methods, namely :—

- (a) not less than 50% of the vacancies arising in a recruitment year shall be filled up by way of direct recruitment conducted through the Commission ; and
- (b) the remaining vacancies shall be filled up by way of promotion from among the Assistant Sub-Inspectors of Police as per provision under Part-C of the Order.

5. Reservation of vacancies :

Notwithstanding anything contained in this Order, vacancies shall be reserved for candidates belonging to the Scheduled Castes and Scheduled Tribes in accordance with the provisions contained in the Orissa Reservation of Vacancies in Posts and Services (For Scheduled Castes and Scheduled Tribes) Act, 1975 and the rules made thereunder and for candidates belonging to SEBC category/ex-servicemen /women/sportsmen to the extent notified by Government from time to time :

Provided that there shall be no reservation for SEBC/ex-servicemen/women/sportsmen in case of appointment by way of promotion:

Provided further that physically handicapped persons shall not be eligible for recruitment to the post of Sub-Inspector.

6. Determination of vacancies :

- (1) Vacancies in the sanctioned posts, to be filled up from time to time, in the rank of Sub-Inspectors of Police, shall be determined by the D.G. & I.-G. of Police. This shall include the anticipated vacancies, not exceeding the actual number of police officers superannuating in the higher ranks of the hierarchy up to Additional Superintendent of Police, by the end of the calendar year.
- (2) The Staff Selection Commission shall be notified with the vacancies for direct recruitment, giving the detailed break up of reservation and the roster point number, beginning which such reservation has been arrived at.
- (3) The Staff Selection Commission shall verify the break up of reservation and satisfy itself that it is in accordance with the rules applicable before advertising the vacancies.

- (4) The Staff Selection Commission shall recruit only for the vacancies to be filled up by direct open recruitment. Promotional vacancies shall be filled up by the State Police Headquarters.

7. Direct Recruitment :

Direct recruitment shall be done by Staff Selection Commission by open advertisement of vacancies.

PART-B

8. Eligibility criteria for Direct Recruitment :

(1) *Age limit*—

- The candidates shall not be less than twenty years and more than twenty-five years of age as on the 1st day of January of the year in which open advertisement is published inviting the applications.
- The upper age limit is relaxable by 5 years in respect of the SC/ST candidates and by 3 years in case of SEBC candidates. For ex-servicemen, the relaxation shall be for the entire period of service rendered in the Armed Forces.

(2) *Educational and Professional Qualifications* : A candidate must—

- Be a Graduate in any discipline from any recognized University,
- Be a citizen of India,
- Be of a good moral and character. He should not have been convicted for any criminal offence.
- Be of sound health and physique. He should be free from any organic defect or body infirmity,
- Not have more than one spouse living,
- Be able to speak, read and write Oriya, and
- Have passed M.E. School or higher examinations with Oriya language as a subject, or passed H.S.C. or equivalent examinations with Oriya as a medium of examination in non-language subject, or passed the written test in Oriya in M.E. School standard conducted by the Education Department of the State Government.

9. Written Examination :

The written examination shall consist of three papers in two sittings as below :

Subject	Maximum Marks	Time	Sitting
(1)	(2)	(3)	(4)
General English	100	1 & 1/2 hours	First
Oriya Language	100	1 & 1/2 hours	
General Studies	200	3 hours	Second

10. Syllabus for the written examination :

(1) *General English* :

The aim of the paper is to test the candidate's ability to read and understand serious discursive prose and to express his ideas clearly and correctly in English. The pattern of questions should boardly include the following with graduate standard :—

- (i) Comprehension of a given passage
- (ii) Precis writing
- (iii) Usage and vocabulary
- (iv) Short essay writing
- (v) Questions to test the knowledge of grammar

(2) *Oriya Language* :

- (i) Comprehension of a given passage
- (ii) Letter/Application/Report writing
- (iii) Usage and vocabulary
- (iv) Short essay writing
- (v) Translation from English to Oriya

(3) *Genelal Studies* :

(a) The nature and standard of questions will be such that a well-educated person should be able to answer them without having specialized study of the concerned subjects. The questions shall test general awareness of the candidate of a variety of subjects covering various fields of knowledge as expected from any graduate. The questions shall be in English and the candidates shall be required to answer in English.

(b) The paper on General Studies will include questions covering the following fields of knowledge :—

- (i) *General science and recent scientific/technological developments* : Questions will test the candidate's awareness in the field of science and technology including matters of everyday observations and experience.
- (ii) *Current events of national and international importance* : Questions shall be to test the knowledge of significant national and international events and of the topics of social relevance in the present day India.
- (iii) *History of India from ancient times and Indian National Movement* : Emphasis will be on testing the general understanding of social, economic and political aspects of the Indian History. Questions on Indian National Movement will relate to the nature & character of the nineteenth century resurgence, growth of Nationalism, attainment of Independence and role of leading personalities in the freedom movement.
- (iv) *Indian and World Geography* : Emphasis will more be on geography of India. The questions will relate to physical and economic geography of the country. It shall cover the main features of Indian agriculture and national resources.

- (v) *Indian polity and economy* : Questions on Indian polity and economy shall be on political system, Constitution of India, Panchayati Raj administration, principal features and characteristics of Indian economy, planning and economic development of India.
- (vi) *Mental ability and test of reasoning*
- (vii) *Numerical ability test and arithmetics of H.S.C. standard*

11. After conducting the written test, the Staff Selection Commission shall, for each reservation category, prepare the merit list on the basis of marks obtained in written tests. The Commission shall fix, commensurate with the standards of efficiency required for the job, the qualifying marks separately for each reservation category, such that the candidates of each category, equal to nearly 5 times of the vacancies reserved for them, qualify to participate in the remaining process of recruitment. Persons below the qualifying marks shall be disqualified.

12. Marks of the candidates, qualifying the written tests, shall not be disclosed to anyone till the *Viva Voce* tests are over.

13. All the candidates qualifying the written tests shall be called for measurement of physical standards at the places decided/allotted by the Staff Selection Commission. Before they are allowed to give their physical measurements, their eligibility for the recruitment shall be verified, if not already done. They may, therefore, be asked to bring along the following documents with them :—

- (i) The originals of their all the relevant certificates/testimonials and three self-attested xerox copies of each.
- (ii) Admit card, which was issued by the Staff Selection Commission, for appearing in the written tests, for the purpose of their identification.

14. Only those candidates, who have established their eligibility, shall be allowed to give their physical measurements and be allowed to appear in the physical efficiency tests.

15. The Physical Standards-Qualifying :

The candidates must qualify the physical standards detailed below :

CATEGORY	HEIGHT	WEIGHT	CHEST	
			UNEXPANDED	EXPANDED
General & SEBC (Men)	168 Cm.	55 Kg	79 Cm.	84 Cm.
General & SEBC (Women)	155 Cm.	47.5 Kg
Scheduled Castes/Scheduled Tribes (Men).	163 Cm.	50 Kg	76 Cm.	81Cm.
Scheduled Castes/Scheduled Tribes (Women).	150 Cm.	45 Kg

16. The Physical Efficiency and Psychological Tests-Qualifying :

- (1) *For Men of all categories* : The Physical Efficiency Tests shall comprise of the following events :—
- (i) Running one mile in 8 minutes
- (ii) Cycling one mile in 5 minutes
- (iii) Running over low hurdles of 2 feet 6 inches height, 100 meters with 10 flights, in 25 seconds.

(iv) Broad jump of 12 feet in length in three attempts.

(v) Cross-country—5 Kms.

If covered within 40 minutes : Qualified

Beyond 40 minutes : Disqualified

(2) *For Women of all categories :*

(i) Running one mile in 10 minutes

(ii) Cycling one mile in 7 minutes

(iii) Running 80 metres of low hurdles of 2 feet height and with 10 flights in 30 seconds.

(iv) Broad jump of 9 feet in length in three attempts.

(v) Cross-country—4 Kms

If covered within 40 minutes : Qualified

Beyond 40 minutes : Disqualified

(3) Psychological test will be designed by Commission in consultation with State Police Headquarters and others as deemed fit by them. It shall be designed to test the suitability of the candidates for the job. Those who fail in the test shall be disqualified. No marks shall be awarded to those, who pass the test.

17. Viva Voce Test :

(1) The candidates qualifying physical standards, physical efficiency and psychological tests only shall be called for the *Viva Voce* tests.

(2) Maximum marks to be awarded in *Viva Voce* test shall be 30 (thirty).

18. Marks for NCC Certificates and Academic Career :

(1) These marks shall be awarded after due verification of original certificates as below.

(2) For N.C.C. Certificates (Marks allotted :10)

(i)	N.C.C. 'A' Certificate	..	5
(ii)	N.C.C. 'B' Certificate	..	7
(iii)	N.C.C. 'C' Certificate	..	10

(3) For Academic Career (Marks allotted :10)

For passing Graduation examination in—

First Division	..	10
Second Division	..	7
Third Division	..	5

19. Merit List :

(1) While preparing the Merit List, the Commission will follow its own rules and principles.

(2) Marks of the written test, *Viva Voce* test, NCC Certificates and academic career shall be added for preparing the Merit List. The Commission may prepare the reservation categorywise Merit List based on the aggregate marks obtained by each candidate.

- (3) The ex-servicemen and the sports persons, selected against the vacancies reserved for them, shall claim the reserved seat of the category (SEBC, SC, ST) they may belong to.
- (4) The Commission may merge the aforesaid reservation categorywise Merit Lists and prepare a combined Merit List, indicating *inter se* merit of all the candidates of all the categories.

20. Sponsoring of candidates by the Staff Selection Commission :

- (1) The Commission shall sponsor exactly the same number of candidates as the total number of vacancies notified with it. The names of such candidates shall be arranged in the order of merit.
- (2) In the list of sponsored candidates, those claiming the reserved vacancies shall not exceed the number of vacancies reserved for that category and notified in the recruitment advertisement. However, if enough suitable women candidates are not available, the shortfall can be made up by increasing correspondingly the men candidates of that category.
- (3) There shall be no reserved or waiting list.

21. Select List :

- (1) The D.G. & I.-G. of Police shall peruse the list of candidates sponsored as above by the Staff Selection Commission. He may compare them with the vacancies, which were notified with the Staff Selection Commission, and may seek any clarification from them, if he is not satisfied with it.
- (2) After receipt of clarifications, if any, he will accept the list of sponsored candidates. On his acceptance, it will become the Select List for the purpose of appointment of candidates. The names of candidates arranged in the order of merit in Select List will constitute the *inter se* seniority of all the candidates of all the categories, who shall be appointed out of this.

22. No candidate shall be appointed from the Select list, without—

- (i) Verifying his/her character and antecedents
- (ii) Submission of his Medical Fitness Certificate issued by an authorised Government Doctor.
- (iii) Reverification of original certificates of his eligibility for the post. This will include certificates of age, caste/category, educational qualifications, etc.

PART-C

23. Eligibility Criteria for recruitment by promotion of A.S.I.

- (1) State Police Headquarters will maintain the Statewise Gradation List of A.S.Is., as they constitute the State Cadre. It shall be published from time to time and be finalised after inviting the objections and disposing them of. This Gradation List shall be followed for the promotion of A.S.Is. to the rank of S. I. of Police.
- (2) The A. S.Is., to be eligible for consideration for promotion to the rank of Sub-Inspectors of Police, should have rendered a minimum period of continuous service of 10 years, after having passed the A.S.Is. course of training. An A.S.I., to be eligible for

consideration should also submit a certificate from C.D.M.O. to the effect that he is physically fit to undergo training in the designated Police Training Institutions, if he is found suitable and promoted to the rank of Sub-Inspector of Police.

- (3) Promotion to the rank of S.-I. shall be by selection on the basis of suitability with due regard to seniority. In this respect, all the relevant rules, instructions and circulars issued by General Administration Department, as amended from time to time, shall be followed. Some of them are—
- (i) The Orissa Civil Services (Criteria for Promotion) Rules, 1992 as amended by General Administration Department Notification No. 5906—2R-1/24/04, dated the 25th February 2005.
 - (ii) The Orissa Civil Services (Zone of Consideration for Promotion) Rules, 1988, as clarified, vide General Administration Department Notification No.18500-2R/1—22/91-Gen., dated the 17th July 1991.
 - (iii) General Administration Department Notification No. 20162/Gen., dated the 18th July 2005 on scrutiny of C.C.Rs. for consideration of promotion.
 - (iv) General Administration Department Notification No. 3928, dated the 18th February 1994 for 'sealed cover' procedure to be adopted in respect of persons facing departmental enquiries or criminal procedure.
- (4) Provisions of the *ORV Act and Rules* and the Model Roster shall be followed for determination and filling of vacancies reserved for the members of Scheduled Castes and Scheduled Tribes.
- (5) The other service documents, to be perused for consideration of promotion, shall mean papers, of whatsoever nature, having a bearing on the performance and conduct of the persons, coming within the zone of consideration, provided those had been prepared after giving the opportunity of being heard to such persons but not reflected in their C.C.Rs.

24. Composition of D.P.C. : It shall consist of the following persons :—

- (i) Special I.-G. of Police/I.-G. of Police—Chairman (to be nominated by D.G. & I.-G. of Police).
- (ii) D.I.-G. of Police—Member (to be nominated by the D.G. & I.-G. of Police)
- (iii) Superintendent of Police—Member-Convenor (to be nominated by the D.G. & I.-G. of Police).

25. The merit list prepared by the Departmental Promotion Committee shall after his scrutiny and satisfaction be approved by the D.G. & I.-G. of Police as the "Select List".

PART-D

26. Probation : All the persons appointed as Sub-Inspectors of Police, directly or by promotion, shall be on probation for a period of two years from the dates of their joining.

27. Inter se seniority :

- (1) The *inter se* seniority of the Sub-Inspectors appointed by way of direct recruitment during a particular recruitment year shall be determined in the order of the names appears in the Select List.

- (2) All the persons appointed to the rank of Sub-Inspector of Police by way of promotion shall be assigned relative position as per the approved Select List but they shall in block be senior to all the Sub-Inspectors appointed during the year by way of direct recruitment.

28. Training of Sub-Inspectors :

- (1) Those appointed directly shall undergo the Sub-Inspectors' course of training for a period of one year at the designated Police Training Institutions. The Sub-Inspectors appointed by promotion shall undergo the Sub-Inspector's course of training for a period of four months at the designated Police Training Institutions.
- (2) At the end of the training course, there will be an examination . Those declared to have passed shall be posted to different districts. Those who fail in the examination, shall be given another chance in the next examination to clear it without having to undergo the training again. If they fail again, they shall be discharged from the service or reverted to the rank of A.S.I. as the case may be. The annual increments will not be allowed unless and until the aforesaid examination is passed by the appointed candidates.

29. Other conditions of Service :

The conditions of service of the members of the service with regard to matters not covered by these Orders shall be the same as applicable from time to time to their senior colleagues.

30. Repeal and savings :

The provisions of this Order shall supersede anything to the contrary contained either in the PMR or other relevant instructions for the time being in force.

31. Relaxation :

Where the Government, on a reference made by the D.G.& I.-G. of Police or otherwise, are satisfied that it is necessary or expedient to do so, it may by order, for reasons to be recorded in writing, relax any of the provisions of this Order with respect to any class or category of persons.

ORDER—Ordered that this be published in the extraordinary Gazette of Orissa

By order of the Governor

SANTOSH KUMAR

Principal Secretary to Government